



RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PORT OF HAI PHONG JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BB-DHDCD of the 2025 Annual General Meeting of Shareholders on April 29th, 2025.

RESOLUTION:

Article 1. Approval of the Proposal on replacement of Board of Management and Supervisory Board member of the of Port of Hai Phong Joint Stock Company

The percentage of affirmative votes is 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 2. Approval of the Report of The Board of Management and the Executive Board on the business performance in 2024 and business plan for 2025 with the following key indicators:

1. Several Key Business Results for 2024

1.1. Business Performance Indicators of Port of Hai Phong (Parent Company)

- Actual Throughput: 23.57 million tons, reaching 100.3% of the plan, decreasing by 1.0% compared to the same period in 2023. Of this, container volume handled was 1,273,214 TEUs, achieving 96.8% of the plan and decreasing by 3% year-over-year.

- Actual Revenue: VND 1,729.86 billion, equivalent to 113.14% of the plan and increasing by 11.46% compared to the same period in 2023. Of this, revenue from operations reached VND 1,373.82 billion, achieving 100.65% of the plan and increasing by 9.53% compared to the same period in 2023.

- Actual Profit: VND 738.077 billion, achieving 139.26% of the plan and rising by 20.67% compared to the same period in 2023.

1.2. Consolidated Business Performance Indicators of Port of Hai Phong (including Port of Hai Phong, port subsidiaries, and joint ventures and associated companies):

- Actual throughput: 39.9 million tons, attaining 109.3% of the plan and growing by 5.1% year-over-year. Of this, container throughput reached 1,846,300 TEUs, achieving 96.4% of the plan and increasing by 2.3% compared to 2023.

- Actual revenue: VND 2,997.98 billion, equaling 129.78% of the plan and increasing by 19.23% year-over-year.

- Actual Profit: VND 1,119.85 billion, achieving 142.84% of the plan and rising by 31.08% compared to 2023.

1.3. Investment: The implementation volume of parent company investment projects in 2024 was VND 2,070.432 billion, achieving 80.83% of the 2024 plan (VND 2,561.498 billion), specifically:

2. Several Key Business Indicators for 2025

2.1. Business Plan of Port of Hai Phong (Parent Company)

- Throughput: 27.92 million tons, including 1,446,000 TEUs of containers
- Revenue: VND 2,269.0 billion
- Pre-tax profit: VND 967.5 billion

2.2 Consolidated Business Plan of Port of Hai Phong (including Port of Hai Phong, port subsidiaries, and joint ventures and associated companies):

- Throughput: 49.5 million tons, including 2,393,000 TEUs of containers
- Revenue: VND 3,650.0 billion
- Pre-tax profit: VND 1,353.0 billion

2.3 Investment Plan for Procurement and Construction

Unit: Billion VND

No.	Investment Project	Plan in 2025
1	Infrastructure Investment	110.401
2	Equipment Procurement Investment	128.990
3	Information Technology Investment	8.017
4	Port Expansion Projects	3,045.451
Total		3,292.859

2.4 External Capital Investment Plan

Unit: Billion VND

No.	Description	Estimated Amount (Billion VND)	Equivalent (USD)
1	Capital Contribution to Smart Logistics Services (Hai Phong) Co., Ltd.	65.6	2,600,000
2	Capital Contribution to Haiphong Port TIL International Terminal Company Limited	1,213.4	49,244,083
3	Capital Contribution to Hai Phong Port Technical Services and Training Joint Stock Company	4	
4	Charter Capital Increase at Hai Phong Port Tug and Transport Joint Stock Company	16.2	
5	Capital Increase at Hoang Dieu Port (Merger of Hoang Dieu Port - Chua Ve Terminal)	210	

2.5 Other targets

- Expected dividend for 2025: 4%.
- Implement the divestment plan for enterprises operating outside the company's core business areas with inefficient performance as approved by the Board of Management, and continue to review and develop plans for further divestment from poorly performing business enterprises.

2.6. Unplanned contents

Assign the Board of Management to decide on investment projects, procurement, repair, maintenance dredging, and urgent expenditures for business operations that arise outside the company's annual plan, which has been approved by the General Meeting of Shareholders.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 3. Approval of the Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2024

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 4. Approval of the Report on Regarding the implementation of the “Investment project to build container terminals No.3 and No.4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City” in 2024 and the implementation plan in 2025

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 5. Approval of the Audited Financial Statements for 2024

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 6. Approval of the Proposal on Distribution of after-tax profit and dividend payment plan for 2024

- Dividend payment for 2024
- + Dividend Payment Rate is 6% of charter capital
- + Payment method: In cash
- + Dividend payment date/timing: To be decided by the Board of Directors.
- Profit distribution plan for 2024

No.	Content	Expected Profit Distribution 2024 (VND)	Percentage of Funds Distributed/Profit After Tax Distributed (%)
1	Profit before tax in 2024	738,077,707,071	
2	Profit after tax in 2024	642,427,050,347	
3	Undistributed profit from previous years	13,467,439,606	
4	Undistributed profit after tax (4=2+3)	655,894,489,953	
5	Unrealized exchange rate gain	11,124,340,500	

6	Deferred corporate income tax	799,677,707	
7	Total distributable profit (7=4-5-6)	643,970,471,746	
8	Charter capital	3,269,600,000,000	
9	Dividend payment (9 = 8 * 6%)	196,176,000,000	30.46%
10	Allocation to the investment and development fund	299,032,301,097	46.44%
11	Allocation to the bonus and welfare fund	54,882,000,000	8.52%
12	Allocation to the management performance bonus fund	1,645,000,000	0.26%
13	Allocation to early retirement support fund for employees	15,000,000,000	2.33%
14	Retained Undistributed Profit After Tax	77,235,170,649	11.99%
15	Non-Distributable Profit After Tax (15=5+6)	11,924,018,207	
16	Total Retained Undistributed Profit After Tax (16=14+15)	89,159,188,856	

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 7. Approval of the Proposal on the Salary and Remuneration Fund Realized in 2024 and Planned for 2025 for the Board of Management, Supervisory Board

1. Actual Performance in 2024:

a. Salary of members of Board of Management and Supervisory Board Members

- Salary of the Chairman of the Board of Management: VND 140 million x 1.13 x 1.1 = VND 173.5 million

- Salary of an Executive Member of the BOM, Head of the Supervisory Board: VND 86 million x 1.13 x 1.1 = VND 106.6 million

b. Remuneration for Non-Executive Board of Management and Supervisory Board Members

The remuneration fund for non-executive Board of Management and Supervisory Board members: VND 1,610 million (equal to the planned remuneration fund), allocated as follows:

- Non-executive Board of Management member: VND 20 million/person/month
- Non-executive Supervisory Board member: VND 10 million/person/month

2. Plan for 2025

a. Planned Salary Levels for the Board of Management and Supervisory Board Members

- Planned salary for the Chairman of the Board of Management: VND 140 million
 $\times 1.15 \times 1.2 = \text{VND } 193.2 \text{ million/person-month}$

- Planned salary for the Head of the Supervisory Board: VND 118.68 million/person/month

b. Remuneration for Non-Executive Board of Management and Supervisory Board Members

The remuneration fund for non-executive BOM and SB members: VND 2,520 million, allocated as follows:

- Non-executive BOM member: VND 30 million/person/month
- Non-executive SB member: VND 15 million/person/month

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 8. Approval of the Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 9. Approval of the criteria for selecting the audit firm and to authorize the Board of Management to select one of the following audit firms to audit and review the 2025 Financial Statements, as follows:

1. AASC Auditing Firm Company Limited;
2. A&C Auditing and Consulting Company Limited;
3. UHY Auditing and Consulting Company Limited.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 10. Approval of the Proposal on Amending and Supplementing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company, as follows:

- Approval of amendments and supplements to the Company's Charter in accordance with the proposed content in this document in the form of an Appendix for Amendment and Supplementation of the Charter of Port of Hai Phong Joint Stock Company.

- Authorization for the Board of Management of Port of Hai Phong Joint Stock Company to direct the General Director to:

- + Amend and supplement the Company's Charter based on the proposals in this document and feedback from shareholders or shareholder representatives attending the General Meeting (if any).

- + Finalize and sign the issuance of the Appendix for Amendment and Supplementation of the Charter of Port of Hai Phong Joint Stock Company (Second Amendment), and publish the Charter's content in compliance with regulations.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 11. Approval of the Proposal Amending and Supplementing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, as follows:

- Approval of the amendments and supplements to the Company's internal governance regulations as proposed in this Proposal, in the form of an Appendix to the Amended and Supplemented Internal Governance Regulations of Port of Hai Phong Joint Stock Company.

- Authorizing the Board of Management of Port of Hai Phong Joint Stock Company to:

- + Direct the amendment of the Company's internal governance regulations according to the content proposed in this Proposal and the feedback from shareholders and shareholder representatives attending the General Meeting (if any).

- + Finalize the content, sign, and issue the Appendix to the Amended and Supplemented Internal Governance Regulations of Port of Hai Phong Joint Stock Company (first version), and publicly announce the regulations in accordance with legal requirements.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 12. Approval of the Proposal Amending and Supplementing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company, as follows

- The changes and additions of the Company's Board of Management's Regulations as proposed in this Proposal, in the form of an Appendix amending and supplementing the Regulations of Board of Management of Port of Hai Phong Joint Stock Company.

- To assign to Board of Management of Port of Hai Phong Joint Stock Company:

+ To direct the amendment of the Regulations of Board of Management of Port of Hai Phong Joint Stock Company in accordance with the proposed content in this Proposal and the opinions of shareholders and shareholder representatives attending the General Meeting (if any).

+ To finalize the content, sign, and issue the Appendix amending and supplementing the Regulations of the Board of Management of Port of Hai Phong Joint Stock Company (first time) and issue the Regulations in accordance with regulations.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

Article 13. Election Results of the Members of the Board of Management and the Supervisory Board of Port of Hai Phong Joint Stock Company for the 2024–2029 Term, the elected candidates are as follows:

1. Election Results of the Members of the Board of Management for the 2024-2029 Term

No.	Full name	Title	Number of votes	Result
1	Ly Quang Thai	Member of the Board of Management	303,600,199	Elected
2	Le Thi Ngoc Dung	Independent Member of the Board of Management	303,654,089	Elected

2. Election Results of the Members of the Supervisory Board for the 2024-2029 Term

No.	Full name	Title	Number of votes	Result
1	Nguyen Tuan Anh	Member of the Board of Management	302,927,144	Elected

Article 14. The General Meeting of Shareholders hereby assigns the Board of Management, the Supervisory Board, and the General Director of Port of Hai Phong Joint Stock Company to organize and supervise the execution of this Resolution of the 2025 General Meeting of Shareholders.

This Resolution was fully adopted by the 2025 General Meeting of Shareholders of Port of Hai Phong Joint Stock Company at the Meeting with the percentage of affirmative votes being 100% of the total voting shares of the shareholders present and voting at the meeting. *[Signature]*

[Signature]

**PP. THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**



**Phạm Hồng Minh
Chairman of the Board of Management**





MINUTES
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PORT OF HAI PHONG JOINT STOCK COMPANY
(Via online format)

Company Name: PORT OF HAI PHONG JOINT STOCK COMPANY

Head Office Address: No. 8A Tran Phu Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City.

Enterprise Code: 0200236845.

Today, April 29, 2025, the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company was held in online format.

Location for Meeting Administration: Conference Hall of Port of Hai Phong Joint Stock Company Office (No. 8A Tran Phu Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City).

1. Participants

Members of the Board of Management, the Supervisory Board, and the Executive Board of Port of Hai Phong Joint Stock Company.

Shareholders of Port of Hai Phong Joint Stock Company (including both individual and institutional shareholders) based on the list of shareholders as of March 24, 2025.

2. Legality and validity of the meeting

The Meeting heard Ms. Tran Thi Thanh Hai - Representative of the Shareholder Qualification Verification Committee - present the Report on Shareholder Qualification Verification. At the time of the report announcement: Number of shareholders attending: 24 shareholders, representing 310,624,997 voting shares, accounting for 95.004% of the total voting shares of all shareholders with voting rights.

(The list of shareholders and shareholder representatives attending the meeting with corresponding shares is attached to these minutes.)

Pursuant to the Enterprise Law, the Charter of Organization and Operation of Port of Hai Phong Joint Stock Company (the Company), the 2025 Annual General Meeting of Shareholders (the Meeting) of the Company is determined to be legal, valid, and qualified to proceed.

3. Content and Proceedings of the Meeting

3.1. The meeting heard Ms. Pham Thi Thu Huong - Deputy Chief of Company Office present the Regulations on the organization of the 2025 Annual General Meeting of Shareholders via online format, and the Regulations on Election for Members of the Board of Management and Supervisory Board.

3.2. Based on the Company's Charter, the Chairman of the Board of Management - Mr. Pham Hong Minh served as the Chairman of the Meeting.

3.3. The General Meeting heard Mr. Pham Hong Minh - Chairman of the Meeting – announce the Presidium, appoint the Secretariat, and present the Vote Counting Committee and the Meeting Agenda.

The Chairman introduced the Presidium and appointed the Secretariat as follows:

(i) The Presidium

1. Mr. Pham Hong Minh - Chairman of the Board of Management of the Company – Chairman of the Meeting

2. Mr. Nguyen Tuong Anh - Member of the Board of Management, General Director of the Company - Member

3. Ms. Tran Thi Thanh Hai - Head of the Supervisory Board - Member

(ii) Secretariat

1. Mr. Tran Van Hoan - Corporate Governance Officer: Head of Secretariat

2. Ms. Truong Tran Phuong Dung - Deputy Head of Business Department: Member

3.4 The General Meeting heard Mr. Pham Hong Minh - Chairman of the Meeting introduce the Vote Counting Committee and the Meeting Agenda for approval.

(i) Vote Counting Committee

1. Mr. Le Tien Dung - Manager of Organization and Salary Department of the Company - Head of the Committee

2. Mr. Nguyen Anh Tuan - Deputy Head of Internal Audit Committee - Member

3. Mr. Nguyen Huu Dong - Deputy Manager of the IT Center - Member

(ii) Meeting Agenda

- Report of The Board of Management and the Executive Board on the business performance in 2024 and business plan for 2025;

- Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2024;

- Report on Regarding the implementation of the “Investment project to build container terminals No.3 and No.4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City” in 2024 and the implementation plan in 2025;

- Proposal on Audited Financial Statements for 2024;

- Proposal on Distribution of after-tax profit and dividend payment plan for 2024;

- Proposal on the Salary and Remuneration Fund Realized in 2024 and Planned for 2025 for the Board of Management, Supervisory Board;

- Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders;

- Proposal on Selection of the Auditing Firm for the 2025 Financial Statements;

- Proposal on Amending and Supplementing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company, the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, the Regulations on the Operation

of the Board of Management of Port of Hai Phong Joint Stock Company;

- Proposal on replacement of Board of Management and Supervisory Board member of the of Port of Hai Phong Joint Stock Company;

- Discussion

- Voting on Proposals/Reports

- Election of new members to the Board of Management and Supervisory Board;

- Voting on the Minutes and Resolutions of the Meeting;

3.5. Voting to approve the Regulations on Organizing the Annual General Meeting of Shareholders 2025 in online format, the Regulations on Election of Members of the Board of Management and the Supervisory Board, the Vote Counting Committee, and the Meeting Agenda was conducted as follows:

Item 01: Approval of the Regulations on Organizing the Annual General Meeting of Shareholders 2025 in online format

Voting Method: Electronic Voting

Total number of shareholders attending: 26, representing: 310,627,197 voting ballots.

Total number of shareholders attending and voting: 15, representing: 303,666,427 voting ballots.

Total Number of Valid Ballots: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 01 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 02: Approval of the Regulations on the Election of Members of the Board of Management and the Supervisory Board

Voting Method: Electronic Voting

Total number of shareholders attending: 26, representing: 310,627,197 voting ballots.

Total number of shareholders attending and voting: 15, representing: 303,666,427 voting ballots.

Total Number of Valid Ballots: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of

the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 02 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 03: Approval of the Vote Counting Committee

Voting Method: Electronic Voting

Total number of shareholders attending: 26, representing: 310,627,197 voting ballots.

Total number of shareholders attending and voting: 15, representing: 303,666,427 voting ballots.

Total Number of Valid Ballots: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 03 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 04: Approval of the Meeting Agenda

Voting Method: Electronic Voting

Total number of shareholders attending: 26, representing: 310,627,197 voting ballots.

Total number of shareholders attending and voting: 15, representing: 303,666,427 voting ballots.

Total Number of Valid Ballots: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 303,666,427 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 04 was adopted with an affirmative voting rate of 100% of the voting ballots of

the shareholders attending and voting at the meeting.

3.6. The General Meeting heard Mr. Nguyen Tuong Anh - Member of the Board of Management and General Director of the Company - present:

The Report of The Board of Management and the Executive Board on the business performance in 2024 and business plan for 2025 (*Report attached*).

3.7. The General Meeting heard Mr. Do Vu Linh - Independent Member of the Board of Management - present:

The Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2024 (*Report attached*).

3.8. The General Meeting heard Mr. Ha Vu Hao - Deputy General Director - present: Report on Regarding the implementation of the “Investment project to build container terminals No.3 and No.4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City” in 2024 and the implementation plan in 2025 (*Report attached*).

3.9. The General Meeting heard Ms. Dao Thi Thu Ha - Chief Accountant - present:

- Summary Proposal on the Audited Financial Statements for 2024 (*Proposal attached*).

- Proposal on Distribution of after-tax profit and dividend payment plan for 2024 (*Proposal attached*).

3.10. The General Meeting heard Mr. Nguyen Van Dung - Deputy Head of the Organizing Committee for the 2025 Annual General Meeting of Shareholders - present:

Proposal on the Salary and Remuneration Fund Realized in 2024 and Planned for 2025 for the Board of Management, Supervisory Board (*Proposal attached*).

3.11. The General Meeting heard Ms. Tran Thi Thanh Hai - Head of the Supervisory Board - present:

- Report of the Supervisory Board (*Report attached*)

- Proposal on Selection of the Auditing Firm for the 2025 Financial Statements of Port of Hai Phong Joint Stock Company (*Proposal attached*)

3.12. The General Meeting heard Mr. Nguyen Van Dung - Deputy Head of the Organizing Committee for the 2025 Annual General Meeting of Shareholders - present:

- Proposal on Amending and Supplementing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company (*Proposal attached*)

- Proposal on Amending and Supplementing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company (*Proposal attached*)

- Proposal on Amending and Supplementing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company (*Proposal attached*)

3.13. The General Meeting heard Mr. Nguyen Tuong Anh - Member of the Board of Management and General Director - present:

Proposal on replacement of Board of Management and Supervisory Board member of the of Port of Hai Phong Joint Stock Company (*Proposal attached*).

4. Discussion Session

4.1. Details of shareholders' inquiries at the General Meeting (*attached in the Detailed Inquiry Document*)

4.2. The Presidium answered all shareholder inquiries during the Meeting. No further comments were raised, and the Meeting proceeded.

5. Approval of Proposals and Reports Discussed at the Meeting

Mr. Pham Hong Minh - Chairman of the Board of Management on behalf of the Presidium, conducted the voting session to approve the Proposals and Reports discussed at the General Meeting. The vote results were as follows:

Item 01: Approval of the Proposal on replacement of Board of Management and Supervisory Board member of the of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 310,639,652 voting shares

Total number of shareholders attending and voting: 22, representing 303,624,139 voting shares

Total number of valid ballots: 22, representing 303,624,139 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 22, representing 303,624,139 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 01 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 02: Approval of the Report of The Board of Management and the Executive Board on the business performance in 2024 and business plan for 2025

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 02 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 03: Approval of the Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2024

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 303,681,527 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 12 voting shares, accounting for 0.0000% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 03 was approved with approximately 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 04: Approval of the Report on Regarding the implementation of the “Investment project to build container terminals No.3 and No.4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City” in 2024 and the implementation plan in 2025

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 303,681,527 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 12 voting shares, accounting for 0.0000% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 04 was approved with approximately 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 05: Approval of Proposal on Audited Financial Statements for 2024

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 05 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 06: Approval of the Proposal on Distribution of after-tax profit and dividend payment plan for 2024

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 06 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 07: Approval of the Proposal on the Salary and Remuneration Fund Realized in 2024 and Planned for 2025 for the Board of Management, Supervisory Board

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 07 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 08: Approval of the Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 08 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 09: Approval for the Proposal on Selection of the Auditing Firm for the 2025 Financial Statements

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539

voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 09 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 10: Approval of the Proposal on Amending and Supplementing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 10 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 11: Approval of the Proposal Amending and Supplementing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares,

accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 11 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 12: Approval of the Proposal Amending and Supplementing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 39, representing 310,641,352 voting shares

Total number of shareholders attending and voting: 27, representing 303,681,539 voting shares

Total number of valid ballots: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 303,681,539 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 12 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

6. The General Meeting conducted the election of Members of the Board of Management and the Supervisory Board for the 2024–2029 term

7. Announcement of election results for members of the Board of Management and the Supervisory Board for the 2024–2029 term

Mr. Le Tien Dung, on behalf of the Vote Counting Committee, read the Vote Counting Minutes (*attached*).

- Election Results for Members of the Board of Management for the 2024–2029 Term:

No.	Full name	Title	Number of votes	Result
1	Ly Quang Thai	Member of the Board of Management	303,600,199	Elected
2	Le Thi Ngoc Dung	Independent Member of the Board of Management	303,654,089	Elected

- Election Results for Members of the Supervisory Board for the 2024–2029 Term:

No.	Full name	Title	Number of votes	Result
1	Nguyen Tuan Anh	Member of the Supervisory Board	302,927,144	Elected

8. Approval of the Minutes and Resolutions of the General Meeting

8.1. The General Meeting heard Mr. Tran Van Hoan - Head of the Secretariat - present the full draft of the Minutes and Resolutions of the General Meeting.

8.2. Mr. Pham Hong Minh, on behalf of the Presidium, chaired the voting to approve the Minutes and Resolutions of the General Meeting.

Item 01: Approval of the Minutes of the General Meeting of Shareholders

Voting Method: Electronic Voting

Total number of shareholders attending: 39, representing: 310,641,352 voting ballots.

Total number of shareholders attending and voting: 26, representing: 303,627,444 voting ballots.

Total Number of Valid Ballots: 26, representing: 303,627,444 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes in Favor: 26, representing: 303,627,444 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes Against: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Abstentions: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Invalid Ballots: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Item 01 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

Item 02: Approval of the Resolution of the General Meeting of Shareholders

Voting Method: Electronic Voting

Total number of shareholders attending: 39, representing: 310,641,352 voting ballots.

Total number of shareholders attending and voting: 26, representing: 303,627,444 voting ballots.

Total Number of Valid Ballots: 26, representing: 303,627,444 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes in Favor: 26, representing: 303,627,444 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes Against: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Abstentions: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Invalid Ballots: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 02 was approved with a 100% affirmative vote of the shareholders participating in the vote at the meeting.

The 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company successfully concluded all items on the agenda. The meeting was completed at 11:45 a.m. on the same day.

**PP. THE SECRETARY BOARD
HEAD**



Tran Van Hoan

**PP. THE PRESIDUM
CHAIRMAN**



Pham Hong Minh